



Service, Science, Sustainability

Under the leadership of the Commissioner of Public Lands, our work at the Department of Natural Resources (DNR) is done with the public's interest in mind, which means transparency and public knowledge. Our decisions are guided by sound science as we manage state trust lands, native ecosystems and natural resources. We support the vision of a sustainable future by protecting and managing the natural resources so future generations will have them.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. We generate revenue that supports public schools, state institutions and county services. But managing lands is only half of our story. We also protect other public resources such as fish, wildlife, water, and provide public access to outdoor recreation. Two of our largest and most important state-wide resource protection responsibilities are fire prevention and suppression, and overseeing forest practices.

The DNR operates with a biennial budget of approximately \$400 million and has over 1300 employees.

We have some of the most talented people in the industry. We honor diversity in the workplace and support one another with respect and trust. We invite you to learn more about our culture, our careers, and why some of the top forestry and natural science professionals have joined Washington DNR by visiting our [DNR website](#).

Aquatics Division ESA and Stewardship Scientist Recruitment #2011-09-7108

JOB CLASSIFICATION: Natural Resource Scientist 3

SALARY RANGE: \$4,322 – \$5,668 per month
(\$4,192 – \$5,498 with 3% temporary reduction)

Important Note: From July 1, 2011 through June 29, 2013 a 3% temporary salary reduction is in effect for most positions. For specific information on the Temporary Salary Reduction, [click here](#).

TYPE OF POSITION: Permanent, Full-time. This position is represented by the WFSE.

Important Note: Once appointed to this position the incumbent will be required to pay union dues or other representation fees within the first 30 days of employment.

LOCATION: Olympia, Washington

CLOSES: Open until filled; First review begins December 7, 2011

POSITION PROFILE:

The NRS 3 provides scientific support to the Aquatic Resources Division for the stewardship of all state-owned aquatic lands. This position will work as a member of the Aquatics ESA Team in collaboration with two other natural resource scientists, two natural resource planners, and cooperatively with other Aquatic Program staff. This position reports directly to the Planning Unit Supervisor.

MAJOR RESPONSIBILITIES INCLUDE, BUT ARE NOT LIMITED TO:

- Lead the effectiveness monitoring program, evaluating on the ground management actions of state-owned aquatic lands.
- Provide direct scientific and technical support to Aquatic Program staff and managers.
- Lead the development and application of a state-wide aquatic vegetation monitoring and management strategy for marine and freshwater lakes and rivers for the Aquatic Lands HCP.
- Assist with the implementation of adaptive management.
- Assist in the development and updates to the HCP and EIS, including outreach.

REQUIRED EDUCATION, EXPERIENCE & COMPETENCIES:

- A Bachelor's degree with major study in aquatic ecology, aquatic botany or aquatic resource management and research work that includes the study of submerged aquatic vegetation, stressors and impacts. An advanced degree will substitute for the research work requirement, provided the field of major study included the specific specialties described in this position description.
- Experience applying science-based recommendations to support aquatic land management decisions and ability to recognize and acknowledge gaps in best available science.
- Ability in applying and interpreting multivariate statistics in the monitoring and assessment of aquatic habitats and species.
- Experience with design and implementation of scientific research to determine if stewardship measures and associated DNR management actions are effectively meeting their goals and objectives.
- Knowledge of aquatic biological processes including ecology and human impacts on aquatic ecosystems.
- Ability to establish credibility and work objectively and collaboratively in a respectful, non-emotional manner with other like and non-like minded scientists, planners, agency staff and management, special interest groups, NGOs, citizens and stakeholders.
- Experience with project management and technical guidance of staff through all phases of scientific inquiry, including developing and maintaining project timelines and achieving consensus among team members.

EMPLOYEE BENEFITS

The state of Washington offers a comprehensive benefits package including:

- [Medical](#), [dental](#), [life](#) and [long-term disability](#) insurance.
- Optional [long-term care](#), and [auto/home](#) insurance.
- Optional [medical flexible spending account](#).
- Vacation, sick, military, and civil leave.
- Eleven paid holidays per year.
- A state [retirement plan](#).
- Optional credit unions and savings bonds.

Optional [Deferred Compensation](#) and [Dependent Care Assistance](#) programs

Join our job announcement mailing list and view all current job opportunities. Visit: [DNR Jobs](#)

This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer. Women, racial, and ethnic minorities, persons of disability, and disabled and Vietnam-era veterans are encouraged to apply. Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR Recruiting staff (360) 902-1350 or (360) 902-1228. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.

DESIRED QUALIFICATIONS:

- Proficiency with Microsoft Access, Excel, PowerPoint, and Word.
- Proficient with the use of field data collection equipment such as Trimble Nomad or other handheld GPS surveying and data collection instruments, associated software and data management
- Ability to edit GIS data and make maps in Arc Map.

SPECIAL POSITION REQUIREMENTS AND WORKING CONDITIONS

- Must have a valid driver's license and have two years of driving experience.
- Must be at least 18 years of age at the time of hire.
- Uses personal computers (word processing and database software), local area networks, email, voicemail, and electronic scheduler.
- Flexible scheduling requires working in district and headquarters offices and field work; willing to travel about 40% time.
- Work in inclement weather, over water on docks and from watercraft.

WHO MAY APPLY

This recruitment is open to anyone who meets the required qualifications for this position.

APPLICATION PROCESS

To be considered for this position, please submit:

- A letter of interest describing how your experience and qualifications relate to the position profile, required and desired position qualifications, and special position requirements. Please indicate in your letter of interest how you learned of this opportunity.
- Resume
- At least 4 professional references including one from a current or former supervisor (if applicable) and one from a peer.
- A completed application – [DNR Job Application](#) and resume.
- An online **voluntary** [Applicant Profile Questionnaire](#). (This form is not required and is submitted online. Please do **not** print out and send in with application materials).

The first screening will be based on information contained in your candidate materials.

Submit all materials by the closing date to:

Electronic method preferred

dnrrecruiting@dnr.wa.gov

OR other method

Melody Wolf
Department of Natural Resources
PO BOX 47033
Olympia, WA 98504-7033

NOTE: Please indicate #2011-09-7108 in the subject line of your e-mail.

By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.

Questions? Please contact David Palazzi at (360) 902-1069 or email

DNRrecruiting@dnr.wa.gov.